

ST. ANDREW'S LUTHERAN CHURCH

where everyone has

*a place at
the table*

A STRATEGIC MINISTRY VISION

Our Mission Statement:

A nourishing community to experience and embody God's grace.

Our Vision:

All people will be transformed by God's love and compassion.

Our Goals:

WORSHIP, CARE, FAITH PRACTICE, AND COMMUNITY ENGAGEMENT:

The worship of the transcendent and living God is what binds people of faith as one and is the primary and critical practice that shapes the community of St. Andrew's Lutheran. Building on the present worship and program experience we seek to engage 75% of the worshipping community into deeper faith practice and welcome 100 first time, in person worshippers by December 31, 2023.

1. Maintain the priority of quality worship
 - a. Encourage further creativity and lay involvement in worship including an increase in the use of the visual arts.
 - b. Experiment at least twice a year with new elements in worship.
2. Launch a permanent weekly virtual worship experience beginning January 1, 2021 (or earlier).
 - a. With the help of the Worship Team and council articulate the purpose and target audience.
 - b. Identify yearly intern/student from USC or elsewhere that would be hired to film and edit.
 - c. Research and purchase necessary equipment, including lighting.
3. Communicate welcome to worship to the Columbia community.
 - a. Signage.
 - b. Complete necessary renovations, specifically addressing HVAC and the Narthex.
 - c. Create a task force to research and implement ways the outside area of the church could invite and engage people from the community, such as an improved playground, murals, sculpture, community gardens, and more.
4. Create connections for all.
 - a. Engage half of all the worshipping community and membership in a small group ministry.
 - i. Identify those who are already so connected in such groups as Lutheran Men, WELCA, Sunday School, Bible Study, Choir, etc.
 - ii. Develop strategies with those groups to increase visibility.
 - iii. Explore new small group opportunities.
 - b. Investigate and implement a caring ministry such as Stephen Ministries in 2021.
 - c. Explore virtual learning opportunities.
 - i. Determine which virtual connections, learning ministries, should be continued.
 - ii. Determine technical needs to allow for increased virtual capacity.
 - iii. Increase Lay Communion ministry from once a quarter to monthly.
5. Launch a communication and engagement plan for worship attendance and virtual engagement as well as the first-time worshipper goal.

SOCIAL MINISTRY:

Recognizing the strong history and passion of St. Andrew's to love our neighbors as God has called us to love, as well as the realization that no one church can complete all tasks: Create and live into a specific social ministry identity by December 31, 2022.

1. Develop a task group to determine the needs of the larger Columbia area and the passions of the people of St. Andrew's that would encourage the greatest commitment.
 - a. Survey the church community and community leaders.
 - b. Determine what others in our area are already doing.
 - c. Once a direction is chosen to evaluate present ministries that may be phased out or changed to align with the proposed goal.
 - d. Create new opportunities to minister in ways to meet this goal.

2. Develop a disaster response plan for how St. Andrew's will respond in times of local disaster or critical need.
3. Embrace Stewardship of Creation on campus.
 - a. Establish leadership for this goal.
 - b. Develop a Lutherans Restoring Creation Team (www.lutheranrestoringcreation.org).
 - c. Educate the congregation and all Teams in ways they can contribute.
 - d. Develop property inside and out, in ways that encourage creation care.

**CREATE A CULTURE OF GENEROSITY THAT FULLY FUNDS MINISTRY AND CARE OF FACILITY
by December, 2023:**

1. Develop an annual fund/ministry plan that fully funds current ministry and sets aside money for facility care.
 - i. Enroll in Stewardship for All Seasons and continue in program for three years.
 - ii. Council and Stewardship team to read Abundance.
 - iii. Determine annual depreciation and begin setting this money aside by December 31, 2021.
 1. Likely \$50k per year.
 2. If needed, launch a capital campaign in 2022 or 2023 to fully update the facility so that depreciation in the annual fund (and eventually endowment earnings) maintain the facility in excellent condition (includes all bathrooms and classrooms).
2. Conduct a special gift appeal to cover the cost of HVAC, Narthex renovation, and seed money for depreciation until the annual set aside amount covers the annual need, to be launched in 2021.
3. Establish gift acceptance policies for end of life gifts that include.
 - i. Funding the Cemetery Fund until it reaches \$300,000 (2020 dollar value—index for inflation until that number is reached).
 - ii. Building a facility care endowment so that refurbishment can ultimately be split between the annual fund and endowment proceeds.
 - iii. A ministry endowment to care for outreach and other ministry programs.
4. Launch a planned giving program that will have 45 expectancies by December 31, 2023.
 - i. Create a legacy society.
 - ii. Tell stories of endowment gifts monthly.
 - iii. Each council member to indicate an expectancy to the endowment by December 31, 2020
 - iv. Include as part of the special gift appeal an invitation to provide an estate gift.
 - v. Begin twice annual legacy seminars with the ELCA Foundation rep and a local attorney beginning in Fall, 2020.
 - vi. Create an emergency outreach fund with \$100,000 that will fund emergencies and natural disasters. To be fully funded by December 31, 2022.

Our Core Values:

- Inspirational Music and Worship.
- Encouraging the faith of children and youth.
- A community that cares for one another.
- Compassion and care for all in need in our community.



St. Andrew's Lutheran Church

1416 Broad River Road

Columbia, SC 29210

(803) 772-6034